SOCIAL WELFARE AND LABOUR SECRETARIAT

Order No. SWL 206 LSI 79

Bangalore, dated 13th August 1979

In exercise of the powers conferred by Regulation 76 of the Employees State Insurance (General) Regulation 1950, the Government of Karnataka hereby directs that the Medical Appeal Tribunal constituted in Mangalore in Order No. FCL 56 LSI 68 (I) dated 31st January 1970 published in part-IV section 2-C(ii) of the *Mysore Gazette* dated 19th March 1970 shall consists of Sri V.H. Upadhyaya, District Judge *vice* Sri C. N. Rajan

By Order and in the name of the Governor of Karnataka,

VEENA SRIRAM RAO,
Director of Employment (SEP) & Ex-officio
Deputy Secretary to Government,
Social Welfare and Labour Department.

1721—S.O. 2090

Order No. SWL 631 LLD 79 (1)

Bangalore, dated 30th July 1979.

Whereas the Government of Karnataka are of opinion that an Industrial Dispute exists between the workmen and the management of Sarvodaya Engineering Works, 34/23, Industrial Town, Rajajinagar, Bangalore-560044 on the points noted below ;

And, whereas the Government of Karnataka consider it desirable to refer the dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. 14 of 1947), the Government of Karnataka hereby refer the said dispute for adjudication to the Labour Court at Bangalore.

Points of Dispute

"Are the Workmen of the Sarvodaya Engineering Works No. 34/23, Industrial Town, Rajajinagar, Bangalore-44 entitled to the following :—

1. **Pay Scale** :— The scales of Pay of the employees fixed as follows :—

Unskilled	:	Rs. 260-8-300
Semiskilled	:	Rs. 300-12-360
Skilled	:	Rs. 450-15-525

2. **Weightage** :—The following services weightages may kindly be given to all the employees.

(a) One increment to those who have completed one year of service and not completed 3 years of service.

(b) Two increments to these who have completed 3 years of service and not completed 5 years of service.

(c) Three increments to those who have completed 5 years of service.

(d) The rate of Increment will be as that of shown in respective time scale given (1) above :

Dearness Allowance :—A minimum irreductable Dearness Allowance of 100/- per month linked with consumer price index number (as it stood in January 1970) at Rs. 0-75 per point of rise or fall.

4. **Festival Advance** :—Festivai Advance of one months salary recoverable in 10 equal monthly instalments to all the employees for one of following festival in 15 days advance at request of the employees:—

1. Ugadi
2. Deepavali
3. Ramzan

5. **Attendance Bonus** :— An attendence Bonus of Rs. 10/- per month to those who works continuously in three months without absenting unauthorisedly.

6. **Bonus**:—Profit sharing Bonus of 20% per Annum and exgratia of One months salary to the employees.

7. **Leave Benefits**,:—

(a) 15 days Casual Leave, 22 days Privilege leave and 30 days sick leave to all the employees.

(b) At the request of the employees concerned the above leaves which are not availed off to be carried forward or encashed.

8. 2 pairs of uniforms including shoes to all the employees every year.

If not, to what reliefs the said workmen are entitled ?

II. Are the management of Sarvodaya Engineering Works, No. 34/23, Industrial Town, Rajajinagar, Bangalore-44. Justified in terminating the services of Sriyuths : L. Ethirajan, G. Raju and R. Babu with effect from 6th April 1979 ?

If not, to what reliefs the said workmen are entitled to ?

By Order and in the name of the Governor of Karnataka,

J. PILLAPPA,
Desk Officer,
Social Welfare and Labour Department.
(Labour-A)

1658—S. O. 2091